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GOVERNMENT OF PUNJAB
DEPARTMENT OF FINANCE
(FINANCE PERSONNEL-1 BRANCH)

NOTIFICATION

The 20th September, 2021

No. 09/01/2021-5FP1/1228.-In exercise of the powers conferred by the proviso to Article 309 read with clause (3) of Article 187 of the Constitution of India and all other powers enabling him in this behalf, the Governor of Punjab, after consultation with the Speaker of the Punjab Vidhan Sabha, in so far as such consultation is necessary, in terms of the provisions of clause (3) of the said Article 187, is pleased to make the following rules further to amend the Punjab Civil Services (Revised Pay) Rules, 2021, namely:-

RULES

- (1) These rules may be called the Punjab Civil Services (Revised Pay) First Amendment Rules, 2021.
(2) They shall be deemed to have come into force on and with effect from the first day of January, 2016.
- In the Punjab Civil Services (Revised Pay) Rules, 2021 (hereinafter referred to as the said rules), in rule 7 (I), at the end, for the sign ".", the sign ":" shall be substituted and thereafter, the following provisos shall be added, namely:-

Provided that if the increase in the revised pay fixed under this rule is less than 15% (fifteen percent) over and above what the Government employee was getting as on 31.12.2015 i.e. existing Basic Pay+Dearness Allowance @ 113% (one hundred and thirteen percent), such Government employee shall be entitled to minimum increase of 15% (fifteen percent) over and above what the Government employee was getting as on 31.12.2015 i.e. existing Basic Pay+Dearness Allowance @ 113% (one hundred thirteen percent) (See illustration nos. 16 & 17)

Provided further that no arrear shall be given from 1.1.2016 to 30.06.2021 for such enhancement.

- In the said rules, after illustration No. 15, the following illustrations shall be added, namely:-

Illustration-16

A Government employee was appointed on 01.09.2013 in the scale of 10300-34800+3200 Grade Pay (pay re-revised in 2011):

1	Date of Joining	01.09.2013
2	Pay Band as per 5th PPC	PB-2 (5910-20200)
3	Grade Pay as per 5th PPC	1900
4	Pay Band after re-revision in the year 2011	PB-2 (5910-20200)
		PB-3 (10300-34800)
5	Grade Pay after re-revision in the year 2011	2400 on 01.10.2011
		3200 on 01.12.2011
6	Level corresponding to 1900 Grade Pay as per 6th PPC	Level -3

STEP- 1 As per Punjab Civil Service (Revised Pay) Rules, 2021**Method -1: Pay drawn as on 31.12.2015**

Date	Pay in Pay Band	Grade Pay	Basic Pay	Remarks
01.09.2013	10300	3200	13500	Initial Pay
01.09.2014	10710	3200	13910	Annual Increment
01.09.2015	11130	3200	14330	Annual Increment

14330*2.25= 32242.5 rounded off to nearest Rupee i.e. Rs. 32243

Method -2: Notional Pay as on 31.12.2015

Date	Pay in Pay Band	Grade Pay	Basic Pay	Remarks
01.09.2013	5910	1900	7810	Initial Pay
01.09.2014	6150	1900	8050	Annual Increment
01.09.2015	6400	1900	8300	Annual Increment

8300*2.59= 21497 rounded off to nearest Rupee i.e. Rs. 21497

If the Government employee chooses Multiplier factor of 2.25, the revised pay will be fixed in Level corresponding to 1900 Grade Pay in the Pay Matrix i.e. Level 3 (as per Rule 7-V)

Revised Pay in Pay Matrix (either equal to or next higher to 32243 in Level 3)as on 01.01.2016: Rs. 32300

Pay Band (5th PPC)	5910-20200
Grade Pay	1900
Level (6th PPC)	3
Cell 1	20200
Cell 2	20800
Cell 16	31400
Cell 17	32300
Cell 18	33300

STEP- 2 Raising of Basic Pay by minimum of 15% over and above of Basic Pay +DA @ 113%

1. Pay in the Pay Band as on 31.12.2015	11130
2. Grade Pay as on 31.12.2015	3200
3. Basic Pay as on 31.12.2015 (1+2)	14330
4. DA @ 113% (14330 * 113%) (rounded off to the nearest rupee)	16193
5. Basic Pay + DA (3+4)	30523
6. 15% Increase on Basic Pay + DA(30523*15%) (rounded off to the nearest rupee)	4578
7. Minimum Assured Basic Pay in Revised Scales (5+6)	35101

STEP- 3 Comparison of Minimum Assured Basic Pay (**Step 2**) v/s Revised Pay as per Punjab Civil Service (Revised Pay) Rules, 2021(**Step 1**)

Minimum Assured Basic Pay (Step 2)	Revised Basic Pay (Step 1)
35101	32300

As per Step 3, the Minimum Assured Basic Pay as per step 2 is higher than the earlier Revised Basic Pay as per Step 1, the Revised Basic Pay for such government employee will now be fixed either equal to or next higher to Rs. 35101

The revised pay will be fixed in Level corresponding to 1900 Grade Pay in the Pay Matrix i.e. Level 3
(as per Rule 7-V)

Revised Pay in Pay Matrix (either equal to or next higher to 35101 in Level 3) **as on 01.01.2016: Rs. 35300**

Pay Band (5th PPC)	5910-20200
Grade Pay	1900
Level (6th PPC)	3
Cell 1	20200
Cell 2	20800
Cell 19	34300
Cell 20	35300
Cell 21	36400

Note: In case of Revised Pay is enhanced/ raised with the Minimum Assured Basic Pay [Step 2] , no arrears for the period from 01/01/2016 to 30/06/2021, shall be given.

Illustration-17

A Government employee was appointed on 01.09.2013 in the scale of 10300-34800 +5000 Grade Pay (pay re-revised in 2011):

1	Date of Joining	01.09.2013
2	Pay Band as per 5th PPC	PB-3 (10300-34800)
3	Grade Pay as per 5th PPC	4400
4	Pay Band after re-revision in the year 2011	PB-3 (10300-34800)
5	Grade Pay after re-revision in the year 2011	5000
6	Level corresponding to 4400 Grade Pay as per 6th PPC	Level -13

Method-1: Pay drawn as on 31.12.2015

Date	Pay in Pay Band	Grade Pay	Basic Pay	Remarks
01.09.2013	13450	5000	18450	Initial Pay
01.09.2014	14010	5000	19010	Annual Increment
01.09.2015	14590	5000	19590	Annual Increment

19590*2.25= 44077.50 rounded off to nearest Rupee i.e. Rs. 44078

Method -2: Notional Pay as on 31.12.2015

Date	Pay in Pay Band	Grade Pay	Basic Pay	Remarks
01.09.2013	13020	4400	17420	Initial Pay
01.09.2014	13550	4400	17950	Annual Increment
01.09.2015	14090	4400	18490	Annual Increment

18490*2.59= 47889.10 rounded off to nearest Rupee i.e. Rs. 47889

If the Government employee chooses Multiplier factor of 2.59, the revised pay will be fixed in Level corresponding to 4400 Grade Pay in the Pay Matrix i.e. Level 13 (as per Rule 7-V)

Pay Band (5th PPC)	10300-34800
Grade Pay	4400
Level (6th PPC)	13
Cell 1	46000
Cell 2	47400
Cell 3	48800
Cell 4	50300
Cell 5	51800

Revised Pay in Pay Matrix (either equal to or next higher to 47889 in Level 13) as on 01.01.2016: Rs. 48800

STEP- 2 Raising of Basic Pay by minimum of 15%	
1. Pay in the Pay Band as on 31.12.2015	14590
2. Grade Pay as on 31.12.2015	5000
3. Basic Pay as on 31.12.2015 (1+2)	19590
4. DA @ 113% (19590 * 113%) (rounded off to the nearest rupee)	22137
5. Basic Pay + DA (3+4)	41727

6. 15% Increase on Basic Pay + DA (41727*15%)	6259
(rounded off to the nearest rupee)	
7. Minimum Assured Basic Pay in Revised Scales (5+6)	47986

STEP- 3 Comparison of Minimum Assured Basic Pay (**Step 2**) v/s Revised Pay as per
Punjab Civil Service (Revised Pay) Rules, 2021 (**Step 1**)

Minimum Assured Basic Pay (Step 2)	Revised Basic Pay (Step 1)
47986	48800
As per Step 3, since the earlier Revised Basic Pay as per step 1 is higher than the Minimum Assured Basic Pay, the Revised Basic Pay for such government employee will now also be Rs. 48800	
The revised pay will be fixed in Level corresponding to 4400 Grade Pay in the Pay Matrix i.e. Level 13 (as per Rule 7-V)	Pay Band (5th PPC) 10300-34800
	Grade Pay 4400
	Level (6th PPC) 13
	Cell 1 46000
	Cell 2 47400
Revised Pay in Pay Matrix as on 01.01.2016: Rs. 48800	Cell 3 48800
	Cell 4 50300
	Cell 5 51800

Sd/-
K.A.P SINHA,
Principal Secretary to Government of Punjab,
Department of Finance.